



**MINUTES OF THE GOVERNING BOARD MEETING OF ST OSWALD'S CATHOLIC
PRIMARY SCHOOL HELD ON THURSDAY 7th JULY 2022 AT 2.30M AT THE SCHOOL**

PRESENT

Anthony Hegarty – Chair and Foundation Governor
Mary Walsh – Headteacher
Cheryl Kirk – Foundation Governor
Ruth Hill – Foundation Governor
Tracy Gentle – Staff Governor

Also Present

Ian Strom – School Business Manager
Donna Hay – Deputy Headteacher
George Allen – Clerk

22/FG01 WELCOME AND OPENING PRAYER

Action

All attendees were welcomed to the meeting. The Chair led the Opening Prayer.

22/FG02 MEMBERS PRESENT AND APOLOGIES

Apologies were accepted from Albert Joseph, Joanne Jones, June Simm and Graham Manley.

22/FG03 DECLARATIONS OF PECUNIARY INTEREST

- I. Mary Walsh- Family member employed at the school.

22/FG03 NOTICE OF ANY OTHER BUSINESS

1. Academisation information
2. Pension letter decision needed.
3. Packed lunch policy
4. School meal debt policy

22/FG04 MINUTES OF THE PREVIOUS MEETING

The minutes of the previous meeting held on 31st March 2022 had been circulated in advance

of the meeting.

I. Accuracy

Tracy Gentle proposed that the minutes were a true and accurate record, and this was seconded by the Headteacher. This was agreed.

II. Matters Arising

There were no matters arising from the minutes of 31st March 2022 that would not be included in the meeting.

22/FG06 COMMITTEE REPORTS

a) Resources Committee 17th May 2022

Tony Hegarty provided a report back and update from the Resources Committee.

- Lights on to church exterior. *Ian Strom stated that an email was recently sent to the relevant organisation concerning the aim to enhance lighting. A response is awaited.*
- 30 Hours nursery offer. *The Headteacher reported that discussions in relation to the possible 30 Hours nursery are ongoing. An option is to limit places to ten children. Also, the Joseph Lappin Centre, a school partner, has recently opened a baby-room.*
- Energy Costs. *Ian Strom explained that LCC has now switched to EDF as its energy provider. LCC is investigating the costs to schools caused by the ending of its contract with Scottish Power. The LCC investigation may result in schools being recompensed.*
- The school budget was considered and approved at the Resources Committee

22/FG07 HEADTEACHER'S REPORT

The Headteacher's Report had been circulated to governors prior to the meeting. Specific reports and data returns relating to each area were also distributed to governors. Arising:

- I. School Roll. The number of pupils on roll is 641.
- II. 33 pupils left the school and 57 joined the school since Sept 21. 33 children are new to the country.
Summer term pupil category data: FSM – 34%. PP – 37.1%. EAL – 22%. CLA – 0.8%.
- III. SEND
 - i. Total number of Pupils at School Support level – 114 (plus 2 children)
 - ii. Total number of children with an EHCP – 10 (and 3 more are awaited)
 - iii. High Needs funding is being received for 15 children.
- IV. Termly Safeguarding.

Safeguarding continues to be the highest school priority. The FLO's and school leaders meet regularly to discuss and plan how best to support the needs of the children and their families. The termly Safeguarding Data is available on Governorhub. The Headteacher stated that:

- i. No. of Child Protection cases – 9 children.
- ii. No. of Child in Need cases – 4 children.

- iii. No. of EHAT's raised – 3 families (6 children).
- iv. No. of staff referred to LADO – 2 (The LADO stated that the concerns did not meet the threshold for harm). Advice was offered to staff members.

The school SENDCo continues to work effectively with children and families. The Headteacher is Chair of the local SEND Consortium. Overall, the SEND pupils are performing well.

- V. Staffing. Two permanent staff (Mr Loughran and Mr Wall) will be leaving at the end of term. Four temporary staff (Miss Jaclyn, Miss Bristow, Mr Donaghy, Miss Mullen) are also leaving. Also some 1:1 supply staff members leaves at the end of the term, having found employment elsewhere. Each completed Exit Questionnaires which were very appreciative of the school. All leaving staff were thanked and wished well for the future.

Miss Hughes and Miss Kirwan have recently started maternity leave. Miss Townley has returned from maternity leave. Miss Duncan and Mrs Black will return in July. Miss Moscardini is back in October. Miss Finnegan and Mrs McCourt are long-term sick. A cleaner Jo Hughes is also long-term sick. Mrs Parry has begun her phased return after a serious illness. Following a successful interview process four new teaching staff have been appointed, Miss Claudia Mooney, Miss Laya Wolstenholme, Miss Janette Lui, Miss Jessica Henderson. A teacher is also being employed on a one-year contract via an agency. A temp teacher is covering until the return of Mrs Moscardini in October 2022.

- VI. Deployment of staff. Teaching staff have changed and relocated into other classes. Following a static couple of years, staff are happy to be deployed in different classes. Arrangements are in place for staff to take up their new roles in the autumn term.
- VII. Performance Management. Final staff reviews have been taking place alongside pupil progress meetings. The reviews are expected to be completed by the end of this term.
- VIII. School Improvement. The SDP was shared with governors on Governorhub. The summer term evaluation of staff will take place before the end of this school year.
- IX. SEF. Discussions with the SIP and staff have begun to take place. They will feed into the staff evaluations that will be contained in the pending SEF.
- X. Parental Engagement. Parents have begun to return safely to the school. Many face-to-face meetings have occurred. Read with Me, Sports, Masses and Stay and Play activities have taken place. The PTFA was relaunched and will be more active during 2022/23.
- XI. Building Development. Phase 3 building work has been pushed back. Returned tenders are all over budget. The lowest tender over budget was £130,000. This has led to a review of costs by the Archdiocese. There is one portacabin classroom that is required and building works are dependent upon planning permissions and funding availability.
- XII. Curriculum Development. The curriculum has been highly successful this year. Read, Write, Inc has been a great success in improving reading. The SIP undertook a 'shallow paddle' of reading provision and a separate maths paddle. The SIP stated that the children were 'exemplary' and that provision in both subjects was good. Opening World Humanities Project has made a real positive impact. The school has also agreed to participate in an Opening World Science Project for Y3/4 in conjunction with colleagues from Haringey.
- XIII. Curriculum Enrichment. The provision of clubs, visits and visitors to school has ensued.

Children have derived the benefits from the rich number of activities available to them. Advanced plans are in place for 2022/23 with Pupil Premium and cultural capital.

Peripatetic SLA's in Music, PE, swimming, Gardening, Spanish and ICT will continue in 2022/23 as they enhance the curriculum. They are costly but improve standards and attainment.

- XIV. Personal Development. Continues to be an important part of school activity. It is both a subject and an ethos. Personal Development is reflected in the school mission and the aim is for each child to leave the school feeling confident, unique and proud.
- XV. Staff Wellbeing. Staff are tired at the end of a challenging year. They have undertaken excellent work and achieved improvements in learning and standards at the school. Staff absences are effectively recorded, and support is provided for whom it is required.
- XVI. Catholic Life. The summer term witnessed a wide range of continuing Collective Worship and Catholic Life events. Children attended various masses (the Report was attached).
- XVII. Attendance. Although robust systems are in place these are not having the required impact or being reflected in the attendance figures. Summer term weekly data places the school in line with national and regional attendance figures, except for PA, but more creative work is required to reduce absence.

Donna Hay stated that attendance remains a key priority and outlined data that included:

- Attendance at Summer 1 Week 5 – 93.2%. Attendance at Summer 2 Week 2 – 94.2%.
- PA at Summer 1 Week 5 – 21.86%. PA at Summer 2 Week 2 – 17.45%.
- There were 75 referrals to the EWO. Meetings with parents have taken place. A list of next steps are being addressed (the Attendance Report was circulated to governors).

- XVIII. Behaviour. Issues concerning Year 5 and Year 6 pupils have been resolved. A pupil who was exhibiting behavioural issues has been placed in Ernest Cookson school. Behaviour of the children at the school is excellent with BFL being a particular strength.

- XIX. Pupil Outcomes. Donna Hay provided the Statutory Assessment Report for 2021/22:

- a) EYFS. Good Level of Development – School 66%. Liverpool 58%. NA 65%.
- b) Phonics. Year 1 – School 75% (passed). Liverpool 73%. NA 76%.
Year 2 (recheck) – 16 out of 31 passed = 53%. Liverpool 33% NA 49%.
- c) KS1 SATS. Reading 58%. Writing 58%. Maths 66%.
- d) Combined 53%, Liverpool 50%.
- e) Year 6. KS2 SAT's.
 - Teacher Assessments. Science 78% achieved the standard. Writing 76% achieved the standard. This was externally moderated, and all judgements were agreed.
 - Tests. GPS – Expected+ 70%. NA 72%. Reading – Expected+ 75%. NA 72%.
Maths – Expected+ 66%. NA 71%.
RWM Combined 58%. NA 59%

School delighted with the results and all credit to the perseverance of the children and staff for ensuring the children “caught up” on lost learning.

Next Steps: Analysis of discrete groups. Analysis without transient groups. Assess links with attendance. Recovery Premium and Pupil Premium will be used to support specific pupils. Papers for a specific number of pupils will be checked as many children who did not achieve received a scaled score of 99. The summary is as follows:

- The school is delighted with the overall results for 2021/22.
- Reading and Writing percentages are in line with national averages.
- Pupils have performed well in what has been a challenging year.
- Attendance and SEMH are barriers against learning progress.
- 24 pupils have joined the since the last data tranche. Decreases in year group and subject total percentages can be expected due to the new joiners in those year groups.
- Comprehensive assessment data reports for 2021/22 were placed on Governorhub.

Governors congratulated the Headteacher and staff for their performance in achieving the excellent results in 2021/22. Governors requested that the Headteacher should pass on their congratulations to all teaching staff at the school.

HT

22/FG08 NOTIFIED BUSINESS

a) Academisation

Tony Hegarty provided an update on the academisation proposals contained within the recent Education White Paper. The White Paper proposes that all schools should be in a Multi-Academy Trust, each consisting of ten schools, by 2030. Highlighted concerns included:

- i. There is a lack of effective knowledge of academisation in the staff and parental body.
- ii. Downgrading of senior school leaders may arise from the MAT proposals.
- iii. Less autonomy and accountability. A more centralised and distant organisation.
- iv. What is the benefit of converting to a MAT from an organisation with good networks?
- v. There is no consistent picture. Need details on how funding would look in a MAT.
- vi. It would lead to decreased control from the local authority and the Archdiocese.
- vii. The HR procedures would be different, and roles could be duplicated within a MAT.
- viii. Require further information about the promotion opportunities available to staff.

A related discussion document concerning academisation had been placed on Governorhub. Tony Hegarty advised governors to consider the document on academisation. It includes a number of issues and poses questions in relation to MAT's. If governors have any queries or proposals in relation to the document they should contact the Headteacher or himself.

All

b) Pension Indexation

The Headteacher explained that representations have been received by trade unions and staff in relation to issue of pension indexation.

The issue concerns all teaching staff recruited up to 2015 who are still employed and who have not received any pay increase during the period of the freeze on teachers pay. The request is to award a pay uplift of £1 per teacher via the recruitment and retention section of the STPCD

Governors approved that a £1 uplift in pay is provided to each of those eligible staff and this is paid via the STPCD and that it is provided as a contribution to their Pension Indexation.

c) Packed Lunch Policy

The Headteacher introduced the Packed Lunch Policy and stated that the policy contained a key proposal. It is proposed that parents are informed that packed lunches will no longer be brought into school by children in EYFS and KS1. This will take effect from the 2022/23 school year.

The ceasing of packed lunches in school will aim to ensure a greater take up of free school meals by eligible families. There are pupils who are not obtaining their entitlement to FSM. The policy will also offer nutritional and health benefits, improve school hygiene and it is environmentally friendly. The policy will be reviewed after one year.

Governors noted the rational aims of the policy and that it will be monitored and reviewed.

Governors adopted and approved the Packed Lunch Policy.

d) School Meals Debt Policy

The Headteacher explained that the School Meals Debt Policy outlines how the school expects parents to pay for school meals. It also states that costs for meals need to be paid at agreed times and debts will be chased up. During this time of austerity, school cannot afford to have substantial bills not paid by parents. Governors asked if the parents were struggling and would this be considered? Mrs Walsh commented that school is very supportive and will always give lots of notice of outstanding bills, will support applications for FSM, agree payment plans etc, however some families are just refusing to pay and some are working parents who are taking holidays in term time.

Governors adopted and approved the School Meals Debt Policy

22/FG09 ANY OTHER BUSINESS

There were no items of Any Other Business

22/FG10 DATE AND TIME OF NEXT MEETING

The Headteacher reported that a proposed schedule of Governing Board and Committee meetings for 2022/23 had been placed on Governorhub for the consideration of governors.

Governors were requested to view the schedule and confirm their approval of the dates.

All

There being no further business the meeting concluded at 4.40pm.

